

# NOTICE TO



**POSTED BY**  
**NATIONAL LABOR RELATIONS BOARD**

**Vince & Sons Co. and Jo Mo Enterprises, Inc.  
d/b/a Vince & Sons Pasta, alter-ego and/or  
Golden State successor  
Case 13-CA-123828**

**The National Labor Relations Board has found that we violated Federal labor law and  
has ordered us to post and obey this notice.**

**FEDERAL LAW GIVES YOU THE RIGHT TO:**

- Form, join, or assist a union;
- Choose a representative to bargain with us on your behalf;
- Act together with other employees for your benefit and protection;
- Choose not to engage in any of these protected activities.

**WE WILL NOT** threaten employees with unspecified reprisals or discharge because they engage in concerted activities.

**WE WILL NOT** discipline or discharge employees because they join the Union and engage in concerted activities or to discourage employees from engaging in these activities.

**WE WILL NOT** in any like or related manner interfere with, restrain, or coerce you in the exercise of the rights listed above.

**WE WILL**, within 14 days from the date of the Board's Order, offer Elvia Gutierrez, Rosario Diaz, and Fernando Salazar full reinstatement to their former positions or, if those positions no longer exist, to substantially equivalent positions, without prejudice to their seniority or any other rights or privileges previously enjoyed.

**WE WILL** make Elvia Gutierrez, Rosario Diaz, and Fernando Salazar whole for any loss of earnings and other benefits they may have suffered as a result of our unlawful conduct, with interest.

**WE WILL** compensate Elvia Gutierrez, Rosario Diaz, and Fernando Salazar for the adverse tax consequences, if any, of receiving lump-sum backpay awards, and we will file a report with the Social Security Administration allocating the backpay award to the appropriate calendar quarters.

**WE WILL**, within 14 days from the date of the Board's Order, remove from our files any and all references to the unlawful discipline and discharges of Elvia Gutierrez, Rosario Diaz, and Fernando Salazar, and we will, within 3 days thereafter, notify them in writing that this has been done and that our unlawful conduct will not be used against them in any way.

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The National Labor Relations Board is an independent Federal agency created in 1935 to ensure that employees want union representation and it investigates and remedies unfair labor practice charge or election petition, you may speak confidentially to any agent with the Board's Region.

**THIS IS AN OFFICIAL NOTICE**

THIS NOTICE MUST REMAIN POSTED FOR 60 CONSECUTIVE DAYS FROM THE DATE OF POSTING AND M  
THIS NOTICE OR COMPLIANCE WITH ITS PROVISIONS MAY BE DIRECTED TO THE ABOVE REGIONAL OFF



# EMPLOYEES

ORDER OF THE

AGENCY OF THE UNITED STATES GOVERNMENT



The Board's decision can be found at [www.nlr.gov/case/13-CA-123828](http://www.nlr.gov/case/13-CA-123828) or by using the QR code below. Alternatively, you can obtain a copy of the decision from the Executive Secretary, National Labor Relations Board, 1099 14th Street, N.W., Washington, D.C. 20570, or by calling (202) 273-1940.



**Vince & Sons Co. and Jo Mo  
Enterprises, Inc. d/b/a Vince & Sons  
Pasta, alter-ego and/or Golden State  
successor**  
\_\_\_\_\_  
(Employer)

Dated: \_\_\_\_\_ By: \_\_\_\_\_  
(Representative) (Title)

Thomas Porter at (312) 353-7170  
209 South LaSalle Street, 9<sup>th</sup> Floor, Chicago, Illinois 60604-1219  
Telephone: (312) 353-7570 Hours of Operation: 8:30 a.m. to 5:00 p.m.

enforce the National Labor Relations Act. It conducts secret-ballot elections to determine whether  
by employers and unions. To find out more about your rights under the Act and how to file a  
Office set forth below. You may also obtain information from the Board's website: [www.nlr.gov](http://www.nlr.gov).

**AND MUST NOT BE DEFACED BY ANYONE.**

IT NOT BE ALTERED, DEFACED, OR COVERED BY ANY OTHER MATERIAL. ANY QUESTIONS CONCERNING  
E'S COMPLIANCE OFFICER.